

Qualitative Data Report: PT/Adjunct Employee Engagement Survey

N = 60; 22% of respondents completed "Please Post Additional Feedback"

FSCJ has handled covid safely...I appreciate that...you guys have shown withitness in all this chaos. I am also a new employee (hired in April) and greatly appreciate being able to keep my position.

There is really no recognition for adjuncts of extended service 5, 10, 15 years. There is a sense that we serve a function but the sense of being truly valued by the administration of the institution is not there. Within the ESOL Department, there is a great sense of camaraderie but we never hear from "upstairs." Meaningful acknowledgements would be appreciated. (Maybe a morale officer/ plaque-maker would be in order.)

Diversity is not a problem here. Quality work is the main goal. We, as an institution, punch above our weight as educators. We need to expand fulltime professors, even if admin salaries need to be reduced. The professors are the frontline troops and are underpaid and under valued.

I enjoy working for FSCJ

I've applied for close to 70 job opportunities and have had only 2 interviews. There is no diversity in full time faculty that represent the population of students in which the college serve. Leadership roles also lacks diversity.

Although I am a retired faculty member, I still enjoy the challenges of helping students as an adjunct.

As a white heterosexual conservative Christian male I feel targeted and threatened by many social issue communiques and policies. Even some "informative" sessions have appeared to mock my religious and political beliefs.

FSCJ has been welcoming and supportive. I am enjoying the work I do for FSCJ.

Would like to see more emphasis on adjunct faculty being designated and generally perceived as equal to full time faculty as it was in previous administrations. FRC support for all faculty is absolutely fantastic at all campuses.

I am here for the long haul, and hope to advance in this great institution soon. Thank you.

I feel my supervisors are doing all they can do to help me adjust to the online teaching that I have had to adopt.

Great team I work with!

I LOVE working for FSCJ and have thoroughly enjoyed the last twelve years of association with everyone I've come in contact with at FSCJ Downtown, Baymeadows, Kent, and most notably....the South Campus. VIVA FSCJ!!!!!!

Thank you!

It would be nice if the school offered full-time remote positions to the adjuncts who are interested in growing with the school. There are few opportunities for advancement. Remote is a growing trend - even after the pandemic subsidies.

Poor wording of options, Two or more races, not Hispanic or Latino - So if I am Hispanic there is no option available for Two or more races, including Hispanic or Latino

I started with FCCJ and now have more than 20 years as an adjunct - minimal raises, no recognition, and not a word of thanks for my service. I serve the students, that's what is important - but too bad FSCJ doesn't recognize adjunct contributions.

I would like to see some form of advancement path for Adjuncts that is spelled out as well as how ways to take on additional roles within the College.

Transgender students or non-binary students need to have the option to list a name and gender identity other than their legal name/identity. This way they can avoid professors using the wrong pronouns and they don't have to "come-out" to each of their professors at the beginning of each term.

I enjoy teaching at FSCJ and the staff here is very supportive and helpful. I only wish I had the opportunity to teach some of the more advanced courses. I am in the dissertation of my DBA in Advanced Accounting and although I enjoy teaching the basic courses, every now and then I would like something a little more challenging.

Love working here and feel we do a real service to the community.

I am unable to answer questions regarding race and the administration of FSCJ because I don't have any interaction with the administration and I have no information regarding this.

Over the many years I have worked at FSCJ, the college environment has changed, and especially the campus environment; not sure sometimes, for better or worse.

It would be helpful to have clearly outlined pathways for adjuncts to advance to faculty positions outside of "you should have a doctorate."

It sure would be nice if adjunct instructors were given a raise. The rate has been \$2016 per class for a very long time.

I have thoroughly enjoyed my time as an adjunct instructor at FSCJ and I am grateful for the support I receive from my supervisor and other FSCJ staff. It is a pleasure to work for an institution that treats me like a professional and gives me the opportunity to continue to exercise my skills and contribute to the education of my students.

It would be nice to see uniformity between the different locations when it comes the information being passed to students. Also, there are some tools part-time staff can't utilize. Specifically, those located in the HR training portal. If the college were to open up some of the trainings, it would benefit not just the employee but the school also. Providing the opportunity to participate in professional development sends the message that the college knows they are worth investing in.

I am not a fan of the centralized approach to scheduling faculty workloads. Before, there was an administrator on each campus who was responsible for each faculty member's schedule at that particular worksite: for example, if employed at Deerwood, the instructor interacted with an assigned administrator in his/her class selection for that campus. However, in recent years this practice has changed to one administrator per academic discipline: one person from one campus decides the schedules of all instructors from all campuses in a particular discipline. I feel that this method is both confusing and somewhat unfair.

It's a pleasure to work for this college.

As an adjunct, I am not in the office to see how diversity is handled.

I truly enjoy teaching, really teaching here at FSCJ!

I am very grateful for everything FSCJ offers to faculty and students.

Love FSCJ!!

Thank you for the opportunity to work at FCCJ and FSCJ all these years.

Consider adding full-time, online faculty, so instructors do not have to hold down 3-4 jobs in order to continue to partake in their passion. It would be nice if our students could be a priority rather than an afterthought after a very full day.

I am remote faculty with a residence in Massachusetts. I have always been treated well by the staff and have found people responsive and supportive, however I have little to no window into the experience of other staff members or teachers. I do not feel fairly qualified to answer most of the questions on the first page.

FSCJ is dedicated to supporting and educating students. It is evident in the faculty and administrative staff. The faculty I speak with are concerned about students and are supportive.

I think the administration is getting better at supervising and giving feedback to adjunct instructors, but there has been a fairly long time (3-4 years) where it was unclear who was supervising and feedback was very hard to come by. The Adjunct Convocation this Fall was a great step forward and Dean Thomas did a good job in it.

FSCJ is a wonderful place to work.

I love working for and with everyone at FSCJ.....which is a truly superb educational institution!!!!

I enjoy working for FSCJ

I enjoy working at FSCJ including students, faculty and administration. I feel I am well supported. Any questions I have are immediately and well addressed. It is a great working environment for me. Thank you FSCJ.

Providing some form of health/wellness benefits to Adjunct/Part-time staff would be very beneficial and help with retention.

The college has discriminated based on age. Older workers, particularly women, have been laid off before reaching retirement. There are no opportunities for advancement. Under new leadership, perhaps that will change.

Unlike many universities, the current college leadership shows exceptional concern for employee and student health during the pandemic."

There really should be more perks for part time employees. We don't earn paid time off or receive the benefit of free tuition for our children. We are often excluded in any salary increases that come from our institute. We do much of the same hard work that full time employees do, without the benefits. It seems there should be some sort of reward.

Please add more diversity in our administrative staff. There are a lot of very educate minorities that aren't given the chance to lead. Please help!!!

Man/Women are sexes, Male/female are genders.

I am very upset about this proctored testing thing. Thought we were done with high stakes exams. You threw out the last 20 years of educational research. Quizzes not exams! Weekly discussions are the way to go. Learn by doing.

Thanks for providing this survey.

In all the years at FSCJ, I have not seen an increase in salary. I enjoy my job, but we need to increase our salary now that minimum wage is going up. This will help your adjuncts greatly.

I have worked in this program for 46 years as an off-campus instructor, TABE administrator, and

Program Facilitator and have so much respect for FSCJ thru these years and especially my current administrators and supervisor.

The help that Adjunct faculty receive esp. in the subject I teach is excellent. The conditions are ideal for anyone to get a teaching experience and get a satisfaction for their teaching all the time; except that the adjunct faculty are not paid well taking into consideration of the changes

happening in the economy and day to day human needs. Addressing the pay gap would encourage the adjunct faculty to dedicate more to the progress of the institution without any background worry about managing their personal life. This is very important but long-ignored concept of an academician's life. May be, the institute should dare, with a positive attitude, to ask the adjunct employees if they are satisfied with their remuneration.

It would be awesome if adjuncts got a raise. We work so hard for you!

I really enjoy working with the team our team in Biosciences! I feel a valuable part of that team and try to stay involved and up to date with virtual meetings and all information pertaining to my classes.

I would like for adjuncts to receive a raise just like the full- time faculty did. I have been an adjunct for 10 years now and have not received a raise. We would greatly appreciate it.

FSCJ fully adheres to its mission.

I would like professional development opportunities in the evenings, as an adjunct I cannot make the mornings and early afternoons that the college provides.